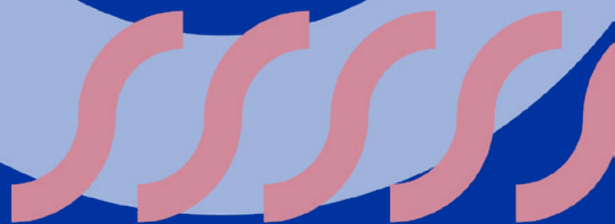




# PROMOTING INTEGRITY IN INTERNATIONAL RECRUITMENT

**26 – 28**  
OCTOBER 2020



**IOM**  
UN MIGRATION

**IOM**  
DEVELOPMENT  
FUND



## BACKGROUND

Countries in the Caribbean continue to be source, transit and destination of rural-urban, intra-regional and international migration. The presence of large, informal sectors and economies, instability and natural disasters remain the main drivers of migration, pushing large sections of the population to look for employment opportunities abroad, mainly in the United States of America and Canada, but increasingly also within the region, through the use of informal and regular channels, personal contacts, as well as unregistered brokers or agencies. Irregular migration remains a challenge in the region, caused not only by lack of information about regular migration channels, but often also by the inability to access those channels.

While countries provide valuable and needed labour support, countries of origin often struggle to apply regulation to guide international recruitment practices, with the results that private employment agencies and other contractors or sub-contractors often operate without registration and control.

Recruitment is a vital first step in the facilitation of labor migration. Recruiters who operate ethically contribute to migration that benefits migrants and their communities, employers, and governments in both countries of origin and destination.

Recognizing the importance of recruitment in the labor migration process, IOM created the International Recruitment Integrity System (IRIS), a global multi-stakeholder initiative designed to promote ethical recruitment and support the transformation of the international recruitment industry. IRIS operates through a comprehensive programmatic framework that works with governments, the international community, the private sector (brands, employers and recruiters) and civil society to establish ethical recruitment as the norm in cross-border labor migration.

The IOM project “Promoting Integrity in International Recruitment and Migrant Skill Development in Jamaica” was implemented in partnership with the Government of Jamaica with the objective to contribute to the protection of Jamaican migrant workers recruited internationally and promote development and circulation of their skills through analysis and fostering multi-stakeholder partnership among key labour migration stakeholders in Jamaica.

The project enhanced the knowledge and capacity of the Government of Jamaica, public and private recruitment agencies recruiting Jamaican workers for employment overseas, civil society and other relevant actors to improve the integrity of international recruitment processes, protect worker rights, and facilitate skill development and retention. The lessons learnt during the implementation of this project and the topics raised are relevant to the wider Caribbean. This workshop will serve as a platform to share the project outcomes with Caribbean partners while at the same time providing a space to discuss challenges and opportunities for managing labour migration.

## RATIONALE

Unethical recruitment is a global phenomenon, found across economic sectors and occupations, but most commonly linked with the recruitment of lower skilled workers where the prevailing business model is based on a “worker pays” modality. Migrant workers are often exploited during the recruitment and deployment phases of the migration cycle by unscrupulous labour brokers or recruiters that charge excessive fees, provide misleading information about the job offer and exploit aspirant migrant workers through false promises and coercion. According to the latest global estimates of modern slavery, around 25 million people are victims of forced labour globally – with about half of all victims in debt-bondage.

Businesses also increasingly recognize that the prevalence of migrant workers can become a risk factor for worker protection in their supply chains. Migrant worker exploitation often occurs outside the knowledge of the employer due to the complex nature of labour supply chains, lack of transparency and multiplicity of actors. At the same time, businesses can exercise due diligence and other practices consistent with the UN Guiding Principles on Business and Human Rights “Protect, Respect, Remedy” framework that mitigate the risk of abuses within their operations and supply chains and are increasingly recognized as having social and legal obligations to do so. In response, leading global companies have rallied to inspire necessary change in procurement practices that bolster an “employer pays” model

of recruitment where migration costs are borne by employers as labour costs, to ensure that their operations are free of debt bondage and other forms of forced labour.

Ethical recruitment contributes to safe, orderly, responsible and regular migration, and reinforces efforts to achieve productive employment and decent work for all, including the eradication of forced labor, modern slavery and human trafficking and protection of human and labor rights in adherence to international standards and fulfillment of migrants' rights.

## OBJECTIVE

The workshop will serve to analyze possible gaps in regulation and policies, key challenges and obstacles, highlight innovative best practices, and share lessons learnt and how these have been shaped/reshaped due to the COVID-19 pandemic.

Specifically:

Day 1 will focus on topics related to legislation governing labour migration in the Caribbean at a national level, provisions for free move and lessons learnt during the COVID-19 pandemic that has resulted in increased attention on Unemployment Insurance.

Day 2 will provide an overview of the importance of pre-departure orientation programmes for short-term circular migration programmes; highlighting best practices and lessons learnt during COVID from the perspective of receiving countries, sending countries and countries who manage large inflows and outflows of labour migrants.

Day 3 will culminate with an introduction of IOMs International Recruitment Integrity System (IRIS) with discussions on the role of Government to manage ethical recruitment and implementing policies and procedures to strengthen migrant protection mechanisms.

The lessons learnt and best practices shared in this workshop along with recommendation will be document in a report which will then be disseminated to partners directly and publicly through social networks.

## PARTICIPANTS

This workshop will bring together in a virtual platform of exchange relevant governmental and non-governmental stakeholders in the Caribbean and will take place over three days (half-day sessions). The workshop will benefit from the technical support of the International Organization for Migration / The UN Migration Agency.

## METHODOLOGY

The three-half day sessions will be facilitated through the Kudo platform to allow for simultaneous interpretation to facilitate the participation of non-English speaking Caribbean stakeholders.

At the three events, presentation sessions will be followed by questions and answer periods, led by the session's Moderator.

During the sessions, participants will be requested to write their questions in the chat room, indicating to which speaker they are addressing their question.

Relevant documents, including presentations, will be shared through the chat room and will be made available to participants during and after the sessions.

# DAY 1

MODERATOR – DEIDRA COY - PIOJ

Timing	Session
	Registration
9:30 am – 9:40 am	Opening and welcoming remarks. – Keisha Livermore
9:40 am – 9:50 am	Overview of the 3-day Agenda – Michela Macchiavello
9:50am – 11:20 am	Labour Market Legislation Overview of the CSME labour market and trends within the CSME – Briana Mawby, IOM Case Study Jamaica – An assessment of legislation governing labour migration – Suwayne Trowers, IOM Efforts to revise labour legislation – Mrs. Gennetta Smikle, Ministry of Labour & Social Security Looking Ahead – Ms. Charmaine Hutchinson, JOYST Youth Exchange International Ltd. Unemployment Insurance: Benefits and prospects – Ariel Pino ILO; Pandora Butler, Bahamas National Insurance Board
11:20am – 11:40 am	Q & A
11:40 am – 12:00 pm	Evaluation and Determination of Next Steps/Recommendations

To join as PARTICIPANT:

<https://live.kudoway.com/ad/220117978432>

To join as VIEWER (BROADCAST MEETING):

<https://live.kudoway.com/br/110118076086>

# OCT 27

## DAY 2

### MODERATOR - GILLIAN CORRODUS

Timing	Session
9:30 am – 9:40 am	Summary of Day 1
9:40 am – 11:10 am	<p>Pre-Departure Orientation (PDO) – Managing the process during COVID-19</p> <ul style="list-style-type: none"> <li>• Case Study Jamaica -Main findings and recommendations to improve the GOJ's PDO programme – pre-COVID-19 - Janet Morgan, Consultant</li> <li>• Case Study Jamaica – Learning on the Go: Adjusting training methods to suit the learning environment and participant needs - Kathrina Bennett HEART trust/NTA</li> <li>• Challenges /Moving forward and lessons learnt with COVID – Andrea Miller-Stennett , MLSS; Dr. Clarence Henry, OECS</li> <li>• Impact of COVID on Labour Migration – Trends and Forecast (opportunities and challenges) – Fabio Jimenez, IOM</li> </ul>
11:10 am – 11:40 am	Q & A
11:40 am – 12:00 pm	Day 2 Evaluation and Determination of Next Steps

To join as **PARTICIPANT**:

<https://live.kudoway.com/ad/220112416228>

To join as **VIEWER (BROADCAST MEETING)**:

<https://live.kudoway.com/br/110117773042>

# OCT 28

## DAY 3

### MODERATOR - KEISHA LIVERMORE

Timing	Session
9:30 am – 10:00 am	Summary of Day 2
10:00 - 11:30	<p>Ethical Recruitment and Protection of Migrant Workers</p> <ul style="list-style-type: none"> <li>• International Recruitment Integrity System- Michela Macchiavello, IOM</li> <li>• The Alberta Experience – Darren Thomas</li> <li>• Ethical recruitment and free movement in the Caribbean – Wanya Illes, CARICOM; Dr. Clarence Henry, OECS</li> <li>• Case Study Guyana – Managing Mass Recruitment to support economic development in the context of the oil industry – Nkayo Drepaul, IOM Guyana</li> <li>• Irregular migration and vulnerability in the Caribbean – Shirley Pryce, President of the Jamaica Household Workers Association</li> <li>• Monitoring e-recruitment; Challenges and Recommendations – Tanja Dedovic, IOM (TBC)</li> </ul>
11:30 – 11:50	Q & A
11:50 – 12:00	Evaluation and Next Steps

To join as **PARTICIPANT**:

<https://live.kudoway.com/ad/220111085222>

To join as **VIEWER (BROADCAST MEETING)**:

<https://live.kudoway.com/br/110119507417>

## PRESENTERS

### DAY 1



#### **MODERATOR: DEIDRA COY**

Deidra has served for over 13 years in various capacities and organisations in Jamaica's government service. She is currently Director for the Human and Community Development Unit at the Planning Institute of Jamaica (PIOJ) where she manages the labour market, education, youth, national security and other portfolios. In addition to her role as Director, she continues to fulfill duties as the labour market specialist having previously served as Labour Market Analyst, also at the PIOJ.

Her educational background includes an M. Sc. in Public Management from the Sungkyunkwan University in South Korea and a B. Sc. in International Relations (major) and Political Science (minor) from the University of the West Indies in Jamaica.



#### **FIRST PRESENTER: BRIANA MAWBY**

Briana Mawby is the Lead Researcher at the International Organization for Migration Regional Office for Central America, North America and the Caribbean. He research focuses primarily on migration trends within the Caribbean, including migration in the context of climate change and crises. She has published research on a wide range of topics within the human rights, peacebuilding, and gender fields and has previously served as a researcher with the Georgetown Institute for Women, Peace and Security, International Union for Conservation of Nature, World Bank, and Overseas Development Institute. She earned a Master of Arts in Conflict Resolution with a Certificate in Refugees and Humanitarian Emergencies from Georgetown University and a Bachelor of Arts in International Affairs from The George Washington University.



#### **SECOND PRESENTER: SUWAYNE TROWERS**

Suwayne Trowers is currently employed to the International Organization for Migration (IOM) in the capacity of Project Coordinator. With over eight years' experience in the field of International Migration, Suwayne has garnered a wealth of knowledge in areas such as labour migration, trafficking in persons, Diaspora and Development, Social Protection, Remittances for Development and Border Security. As a development professional, Suwayne is guided by the principle that human development should be inclusive, with particular attention to the most vulnerable members of society.

#### **THIRD PRESENTER: GENNETTA SMIKLE**



#### **FOURTH PRESENTER: SCHARMAINE HUTCHINSON**

Charmaine Hutchinson is the Principal and Chief Executive Officer of JOYST Youth Exchange International Ltd, the first organization to introduce the cultural exchange industry in Jamaica in 1983. She has worked in this industry for 29 years and is also credited as the founder of the Jamaica Association of Employment and Cultural Exchange, an advocacy group for employment agencies and cultural exchange organizations in Jamaica. She has a Bachelor of Science degree in business Administration from the University of the Commonwealth.



#### **FIFTH PRESENTER: ARIEL PINO, ILO**

Mr Ariel Pino is the Social Protection and Occupational Safety and Health Specialist of the Decent Work Team and Office for the Caribbean. Mr Pino assists governments, employers' and workers' organizations of ILO Caribbean member States and territories to strengthen their social protection systems and occupational safety and health policies and practices.

#### **SIXTH PRESENTER: PANDORA BUTLER**

## DAY 2



### **MODERATOR: GILLIAN CORRODUS**

Ms. Corrodus brings over 20 years of experience in the field of labour relations. She has first-hand knowledge of the tripartite perspectives on contemporary industrial relations issues and labour administration generally, having served in all three (3) capacities. She has represented the employer perspective as senior manager in many public sector institutions including as former Deputy Executive Director of the Institute of Jamaica, the trade union perspective as former Second Vice President of the Jamaica Civil Service Association, and currently the Government's perspective. As Divisional Director of Industrial Relation and Allied Services in the Ministry of Labour and Social Security, she provides policy oversight for local and overseas employment. Her keen interest in labour relations has led her to serve over ten (10) years in academia; lecturing and developing curricula in the field of industrial relations and employment law.



### **FIRST PRESENTER: JANET MORGAN**

Janet Morgan is an independent consultant in the areas of assessment, evaluation and instructional design. She brings a wealth of experience conducting program evaluations and creating assessment and evaluation methodologies for several initiatives within higher education, not-for-profit organizations, and United Nations funded projects. The result of these initiatives has helped stakeholder clients to make data-driven decisions, identify critical issues and strengthen programs and services. She has also implemented instructional design and performance improvement solutions to promote learning and individual behavioral change within university and community organizations. Janet holds a B.A. in literatures in English from the University of the West Indies, Jamaica, and an M.S. in instructional design, development, and evaluation from Syracuse University.



### **SECOND PRESENTER: CHARLENE MOHAN**

Charlene Mohan is the Senior Programmes Director in the National Training and Programmes Division in the HEART/NSTA Trust which is an entity with responsibility for human capital development in Jamaica. Her responsibility spans strategic coverage of training across the training division. She has worked in the Organization as an instructor, training supervisor and Manager and Senior Manager with responsibility for training collaboration and strategy. Charlene has gained significant experience in various industries including education, tourism, automotive, banking and Hospitality. She is a mother, wife, Christian and a self-proclaimed graphic artiste.



### **THIRD PRESENTER: ANDREA MILLER STENNETT**

Mrs. Andrea Miller-Stennett is currently the Director of Manpower Services in the Ministry of Labour and Social Security. This Division of the Ministry offers services to the public in Overseas and Local Employment, Worker welfare and Family Support Services and the Regulation and Monitoring of Private Employment Agencies. Her duties involve directing the operations of employment services within the Ministry. This includes coordinating island wide recruitment activities as well as the screening, processing and placement of workers in both local and overseas employment opportunities.



### **FOURTH PRESENTER: CLARENCE HENRY**

Dr. Clarence Henry is a Development Economist by training. He is a holder of a Diploma in Teaching, a Bachelor of Science Degree in Economics and Government, Master of Science (MSc.) and Doctor of Philosophy (PhD) Degrees in Economic Development, from the University of the West Indies (UWI). Dr. Henry previously served in the post of Lecturer of Economics at the Sir Arthur Lewis Community College (SALCC) in Saint Lucia. Currently, he serves in the service of the Organisation of Eastern Caribbean States (OECS) Commission in the capacity of Senior Technical Officer/Regional Integration Specialist. In his current



portfolio at the OECS Commission he serves as the Lead Specialist for the implementation of the Eastern Caribbean Economic Union (ECEU) in general and more specifically for the advancement of initiatives to strengthen the Free Movement of Persons Regime (FMOPR). Dr. Henry is of the strong belief that regional integration is a vehicle for social and economic progress among Small Developing States. The OECS Economic Integration efforts, in his view, have delivered benefits to the Member States and those benefits will be optimized with a fully implemented Economic Union.



#### FIFTH PRESENTER: **FABIO JIMENEZ**

Fabio Jiménez is a Technical Specialist for the IOM Mesoamerica-Caribbean Program, responsible for labour migration and migration governance activities. He holds a PhD in Public Policy and Governance from the University of New South Wales in Australia, a Master's in Program Evaluation and a Master's in political science from the University of Costa Rica. He has a diploma in European studies from ITAM, Mexico. He has worked as a consultant for international organizations such as UNICEF, IOM, ICAP, and IICA, and as a Costa Rican government official in the Ministry of Foreign Trade and the Ministry of Education. He has taught at the postgraduate level at the University of Costa Rica and the National University.

### DAY 3



#### MODERATOR: **KEISHA LIVERMORE**

Keisha Livermore is the Head of Office of the Un Migration Agency, IOM at the Mission in Kingston Jamaica, where she coordinates migration matters with the Government and the International Community while overseeing the management of multiple projects and liaising with other IOM missions for the successful management and implementation of national and regional projects. Ms Livermore has over ten years' experience as a migration practitioner and has supported the Government of Jamaica and other Governments in the Caribbean with managing migration. Prior to serving at IOM, Ms Livermore worked in the public and private sectors in Jamaica and Japan, in the fields of education and communication.



#### FIRST PRESENTER: **MICHELA MACCHIAVELLO**

Michela Macchiavello is the Regional Thematic Specialist for Labour Migration at the UN Migration Agency also known as IOM at the Regional Office for Central and North America and the Caribbean, in Costa Rica. Michela is responsible for providing technical support, policy guidance and training on issues related to labour migration to the countries in her region. In her previous posts, Michela worked for IOM in Geneva and missions in the Caribbean, such as Haiti. Before IOM, Michela worked for the European Union, UNDESA and for the Refugee Studies Centre, University of Oxford.



#### SECOND PRESENTER: **DARREN THOMAS**

Darren Thomas is a Director of Fair Trading (as delegated) with Service Alberta. He is responsible for regulations relating to employment agencies and recruitment, cost of credit disclosure, high cost credit, collections and debt repayment, credit reporting, payday lending, and time shares. He works extensively with industry and consumer groups to ensure a fair marketplace.



### THIRD PRESENTER: **WANYA ILLES**

Wanya Illes has years of experience in the area of trade, development and administrative reform, both at the national and regional level.

She holds a doctorandus (Drs.) degree of the Anton de Kom University of Suriname and an MPA (Governance) from the Institute of Social Studies, The Hague – The Netherlands.

She has been employed with the Caribbean Community Secretariat since 2009 and is responsible among other things for the simplification and harmonization of administrative procedures governing the free movement of persons in the CSME.

Prior to her stint at the Secretariat Wanya Illes served as Suriname's first ever CSME Focal Point and coordinated the implementation of measures that lead to Suriname's Single Market readiness in 2005.



### FOURTH PRESENTER: **CLARENCE HENRY**

Dr. Clarence Henry is a Development Economist by training. He is a holder of a Diploma in Teaching, a Bachelor of Science Degree in Economics and Government, Master of Science (MSc.) and Doctor of Philosophy (PhD) Degrees in Economic Development, from the University of the West Indies (UWI). Dr. Henry previously served in the post of Lecturer of Economics at the Sir Arthur Lewis Community College (SALCC) in Saint Lucia. Currently, he serves in the service of the Organisation of Eastern Caribbean States (OECS) Commission in the capacity of Senior Technical Officer/Regional Integration Specialist. In his current portfolio at the OECS Commission he serves as the Lead Specialist for the implementation of the Eastern Caribbean Economic Union (ECEU) in general and more specifically for the advancement of initiatives to strengthen the Free Movement of Persons Regime (FMOPR). Dr. Henry is of the strong belief that regional integration is a vehicle for social and economic progress among Small Developing States. The OECS Economic Integration efforts, in his view, have delivered benefits to the Member States and those benefits will be optimized with a fully implemented Economic Union.



### FIFTH PRESENTER: **NKAYO DREPAUL**

Nkayo Drepaül is a Program Assistant at the International Organization for Migration (IOM) with the Regional Program on Migration Mesoamerica-Caribbean, and is based in Georgetown, Guyana. In her role as Program Assistant she coordinates the Guyana Labour Migration study which focuses on labour management and labour migration, with an emphasis on fair recruitment. She is a program management professional with more than nine years' experience working in the national and international development sector. She holds a master's degree in Public Affairs with a focus in public policy, gender and international development at the Humphrey School of Public Affairs. A native Guyanese, she returned to Guyana after many years in the United States and continued to work with UNDP providing program management support in monitoring and coordination towards the achievement of the Energy, Environment and Extractive Industries programmatic outcomes. In her spare time, Nkayo enjoys reading, travelling and watching documentaries.

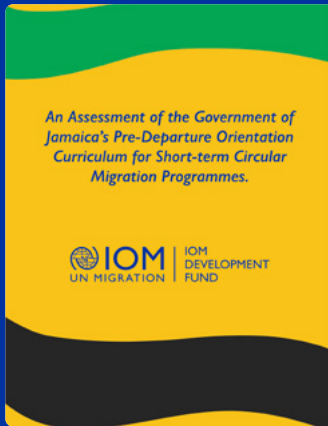


### SIXTH PRESENTER: **SHIRLEY PRYCE**

Shirley Pryce is the Founder and president of the Jamaica Household Workers Union (JHWU). She works assiduously across sectors, themes, regions and countries, in a most selfless manner, with unshaken allegiance to women's movement(s), to feminism and to human rights. Shirley Pryce played a pivotal leadership role in 2011 in Geneva, Switzerland, in the development and adoption of the ILO Convention 1989, as well as its historic ratification by the Government of Jamaica; and again in 2019 for the development and adoption of the ILO Convention 190. As a dedicated human rights activist, Pryce is co-founder of the Caribbean Domestic Workers Network and serves as an executive member of the International Domestic Workers Federation, based in Hong Kong. Currently Ms. Pryce is a member of the Gender Advisory Council to the Ministry of Culture, Gender, Entertainment and Sports, as well as of the United Nations Spotlight Initiative National Advisory Committee.

### SEVENTH PRESENTER: **TANJA DEDOVIC**

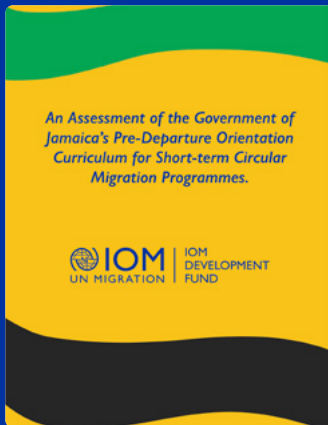
## BOOKS



CIRCULAR LABOUR  
MIGRATION IN JAMAICA:  
An Assessment of the Existing  
Recruitment Regulatory and  
Monitoring Mechanisms



CIRCULAR LABOUR  
MIGRATION IN JAMAICA:  
Mapping the Labour Supply  
Chains for Government and  
Private Sector Programmes



An Assessment of the  
Government of Jamaica's  
Pre-Departure Orientation  
Curriculum for Short-  
term Circular Migration  
Programmes.



FREE MOVEMENT  
OF PERSONS IN THE  
CARIBBEAN: Economic and  
Security Dimensions

